

**Ramsey County**  
**Law Enforcement Labor Services Local 349**  
**Tentative Agreement Reached April 9, 2025**

**DURATION**

This Agreement shall be effective as of the first day of January 2025 and shall remain in full force and effect until the last day of December 2027.

**WAGES**

**2025:** Implementation of the 2025 Classification and Compensation Modernization salary plan and grades as attached in Addendum A effective the first full pay period following January 1, 2025.

3% wage increase effective the first full pay period following January 1, 2025. Employees shall progress through the wage schedule per the established salary plan.

Effective January 1, 2025, steps that require four (4) years between progression shall reduce the progression by two (2) years, not to result in not more than two (2) years between steps.

**2026:** 3.5% wage increase effective the first full pay period following January 1, 2026. Employees shall progress through the wage schedule per the established salary plan.

**2027:** 4.5% wage increase effective the first full pay period following January 1, 2027. Employees shall progress through the wage schedule per the newly established salary plan.

**MEDICAL INSURANCE**

A) *Revise article to include 2024 Insurance Memorandum of Agreement premium contributions*

B) *Add language specific to Minn. Statute 268B.14:*

**21.6** The Employer and employee will split the premiums for the Minnesota Paid Family and Medical Leave on a 50/50 basis with the employee share payable through payroll deductions pursuant to Minn. Stat. 268B.14.

**OTHER ECONOMIC ITEMS**

**Union Security – Article 6**

- Modify union security article to conform with Minn. Stat. 179A.

**Grievance Procedure – Article 7**

- Add language that requires arbitrations to be scheduled within 1 year of a grievance moving to step 4 of the grievance process, or such grievances will be considered waived.

**Holidays – Article 15**

- Effective in 2025, additional 8 (eight) hours of floating holiday for probationary or permanent status employees

**Article 15 Work Schedules – Premium Pay**

- Night differential increase from 6.5% of first step to 7% of first step per hour.
- Increase weekend differential from 85 cents per hour to \$1 per hour.

**Separation Pay – Article 18**

- Increase max separation payout from \$14,500 to \$15,000.

#### **Leave of Absence – Article 24**

- Effective 1/1/2025, the County will provide 8 weeks of paid parental leave to sunset once a state parental leave program is in effect.

#### **MEMORANDA OF AGREEMENT**

- i. Short/Long Term Disability Renew
- ii. Ramsey County, City St. Paul, Saint Paul Police Federation & LELS Local 349 Renew
- iii. NLRB Exemption [Renew](#)
- iv. Ramsey County Language Differential Pilot Program [New](#)

#### **OTHER LANGUAGE CHANGES**

##### **Seniority – Article 9**

- Remove reference to employees demoted from Public Safety Dispatcher to Law or Fire Dispatcher.

##### **Sick Leave – Article 17**

- Update sick leave article to confirm with Minn. Statute 181.9445-181.9448
- Increase the amount of sick leave an employee may use in conjunction with Workers Compensation to 100% of an employee's normal daily wage.

##### **Communications Training Officer – Article 25**

- Modify to clarify that all permanent bargaining unit members may be expected to serve as CTOs.